

No. 18416-4Lab-77/32161.—In pursuance of the provisions of section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947), the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Industrial Tribunal, Faridabad, in respect of the dispute between the workmen and the management of M/s Souvenir Ceramics NIT Faridabad:—

BEFORE SHRI NATHU RAM SHARMA, PRESIDING OFFICER, INDUSTRIAL TRIBUNAL,  
HARYANA, FARIDABAD

Reference No. 112 of 1976.

*between*

SHRI OM PARKASH, WORKMAN AND THE MANAGEMENT OF M/S SOUVENIOR  
CERAMICS, N. I. T., FARIDABAD

*Present--*

Shri Pasham Singh, for the workman.

Nemo, for the management.

#### AWARD

By order No. ID/FD/871-A-76/21504, dated 23rd June, 1976, the Governor of Haryana, referred the following dispute between the management of M/s Souvenir Ceramics, N. I. T., Faridabad and its workman Shri Om Parkash to this Tribunal, for adjudication, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947:—

Whether the termination of services of Shri Om Parkash was justified and in order? If not, to what relief is he entitled?

On receipt of the order of reference, notices were issued to the parties. The parties appeared. The workman had filed statement of claim and the case was fixed for filing written statement by the management on 4th June, 1977. The management filed a written statement and filed a receipt witnessing payment of Rs. 400 only to the workman concerned. The representative for the workman had no letter of authority and therefore he was directed to file letter of authority on 29th June, 1977 which he filed and the case was fixed for filing rejoinder by the workman on 3rd August, 1977. Neither party appeared on that day and then it was a case of dismissal in default, so it was dismissed in default, so is was dismissed in default. It is needless to mention that the workman had been absent on some previous date also i. e. on 27th October, 1976, 18th November, 1976, 11th January, 1977, 28th April, 1977, hence there was no merits in adjourning the case any further. I, therefore, give my award as follows:—

- (4) That the termination of services of Shri Om Parkash was justified and in order. He is not entitled to any relief.

Dated 16th November, 1977.

NATHU RAM SHARMA,  
Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

No. 1139, dated 24th November, 1977

Forwarded (four copies) to the Secretary to Government, Haryana, Labour and Employment Departments, Chandigarh, as required under section 15 of the Industrial Disputes Act, 1947.

Dated 24th November, 1977.

NATHU RAM SHARMA,  
Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

No. 18702-4Lab-77/32163.—In pursuance of the provisions of section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947), the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Labour Court, Rohtak in respect of the dispute between the workmen and the management of M/s. Haryana Steel and Alloys Ltd. Murthal (Sonapat).

BEFORE SHRI MOHAN LAL JAIN, PRESIDING OFFICER, LABOUR COURT, HARYANA,  
ROHTAK

Reference No. 85 of 1977

*between*

SHRI SABHA PATTI, WORKMAN AND THE MANAGEMENT OF M/S HARYANA  
STEEL, AND ALLOYS LTD., MURTHAL SONEPAT

## AWARD

By order No. ID/RK/259-77/27756, dated 27th July, 1977, the Governor of Haryana referred the following dispute between the management of M/s Haryana Steel and Alloys Ltd., Murthal (Sonapat) and its workman Shri Sabha Pati to this Court, for adjudication in exercise of the powers conferred by clause (c) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947:—

Whether the termination of services of Shri Sabha Pati was justified and in order? If not, to what relief is he entitled?

The parties put in their appearance in this Court in response to the usual notices of reference sent to them. The workman however absented himself on 9th November, 1977 the date of hearing fixed in the case for filing of the settlement under negotiation between the parties. Shri B. S. Mehra Senior Clerk time and Pay Office of the management concerned made a statement that the workman concerned had withdrawn the demand leading to this reference,—*vide* settlement Ex. M-1 reduced into writing by the management and duly signed by the parties. I, see no reasons to disbelieve the statement of Shri B. S. Mehra particularly when the workman absented himself on 9th November 1977 the date of hearing fixed in the case.

I, thus relying on his statement hold that the demand of the workman leading to this reference has been satisfied,—*vide* settlement Ex. M-1 and there is now no dispute between the parties requiring adjudication. I, accordingly answer the reference while returning the award in these terms.

Dated the 29th November, 1977.

MOHAN LAL JAIN,  
Presiding Officer,  
Labour Court,  
Rohtak.

— — — — —  
No. 2641, dated the 30th November, 1977.

Forwarded, (four copies) to the Secretary to Government, Haryana, Labour and Employment Departments, Chandigarh, as required under section 15 of the Industrial Disputes Act, 1947.

MOHAN LAL JAIN,  
Presiding Officer,  
Labour Court,  
Rohtak.

No. 18414-4Lab-77/32165.—In pursuance of the provisions of section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947), the Governor of Haryana, is pleased to publish the following award of the Presiding Officer, Industrial Tribunal, Faridabad in respect of the dispute between the workman and the management of M/s Associated Steel Industries, Private Limited, Faridabad.

BEFORE SHRI NATHU RAM SHARMA, PRESIDING OFFICER, INDUSTRIAL TRIBUNAL,  
HARYANA, FARIDABAD

Reference No. 59 of 1977

between

SHRI PARASH RAM, WORKMAN AND THE MANAGEMENT OF M/S. ASSOCIATED  
STEEL INDUSTRIES, PRIVATE LIMITED, FARIDABAD

Present :—

Shri Bhim Singh Yadav, for the workman.

Nemo, for the management.

## AWARD

By order No. ID/FD/ 21816 dated the 3rd June, 1977 the Governor of Haryana referred the following dispute between the management of M/s Associated Steel Industries, Private Limited, Faridabad and its workman Shri Parash Ram to this Tribunal, for adjudication in exercise of the powers conferred by clause (d) sub-section (1) of section 10 of the Industrial Disputes Act, 1947.

Whether the termination of services of Shri Parash Ram was justified and in order? If not, to what relief is he entitled?

On receipt of the order of reference notices were issued to the parties. The representative for the workman appeared but the management did not appear, hence *ex parte* proceedings against the management were ordered.

The workman examined himself as W.W. 1 who stated that he was working as a Machine Operator in the employment of the management at the rate of Rs 400 per mensem as wages. On 11th November, 1976, the management did not allow him entry in the factory premises and terminated his services orally without serving any notice or charge sheet on the workman. He raised the demand and hence the dispute. He tried his best to get some employment elsewhere but he could get none.

I am satisfied with the evidence of the workman. I, therefore, give my *ex parte* award as follows:

That the termination of services of Shri Parash Ram the workman concerned was neither justified nor in order. He is entitled to reinstatement with continuity of service and with full back wages.

NATHU RAM SHARMA,

Dated 3rd November, 1977.

Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

No. 1081, dated 4th November, 1977

Forwarded (four copies) to the Secretary to Government, Haryana, Labour and Employment Departments, Chandigarh, as required under section 15 of the Industrial Disputes Act, 1947.

NATHU RAM SHARMA,

Dated 4th November, 1977.

Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

No. 18413-4Lab-77-32167. In pursuance of the provisions of section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947) the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Industrial Tribunal, Faridabad, in respect of the dispute between the workman and the management of M/s Hotel Holiday Inn, Mathura Road, Faridabad:—

BEFORE SHRI NATHU RAM SHARMA, PRESIDING OFFICER, INDUSTRIAL TRIBUNAL,  
HARYANA, FARIDABAD

Reference No. 110 of 1977

Between

SHRI ROBERT DECROZUE WORKMAN AND THE MANAGEMENT OF M/S HOTEL HOLIDAY  
INN, MATHURA ROAD, FARIDABAD

Present:—

Shri Roshan Lal Sharma, for the workman

Shri R. C. Sharma, for the management.

AWARD

By order No. ID-FD 261-77-27749, dated 27th July, 1977, the Governor of Haryana, referred the following dispute between the management of M/s Hotel Holiday Inn, Mathura Road, Faridabad, and its workman Shri Robert Decruze to this Tribunal, for adjudication, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947.

Whether the termination of services of Shri Robert Decruze was justified and in order? If not, to what relief is he entitled?

On receipt of the order of reference, notices were issued to the parties. The parties appeared. The workman has filed his Statement of claim. The case was fixed for filing written statement by the management.

At this stage, the representative for the workman made a statement that workman has received a sum of Rs 590.37 in full and final settlement of his claim, and that he did not want to pursue the dispute. I, therefore, give my award that the termination of services of Shri Robert Dercruze was justified and in order. He is not entitled to any relief.

Dated 3rd November, 1977.

NATHU RAM SHARMA,

Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

No. 1085, dated 4th November, 1977

Forwarded (four copies) to the Secretary to Government, Haryana, Labour and Employment Departments, Chandigarh, as required under section 15 of the Industrial Disputes Act, 1947.

Dated 4th November, 1977.

NATHU RAM SHARMA,

Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

No. 18417-4Lab-77/32169.—In pursuance of the provisions of section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947), the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Industrial Tribunal, Faridabad, in respect of the dispute between the workman and the management of M/s Industrial & Allied Products Corporation, Sector 6, Faridabad:—

BEFORE SHRI NATHU RAM SHARMA, PRESIDING OFFICER, INDUSTRIAL TRIBUNAL,  
HARYANA, FARIDABAD

Reference No. 226 of 1976

Between

THE WORKMAN AND THE MANAGEMENT OF M/S INDUSTRIAL & ALLIED  
PRODUCTS CORPORATION, SECTOR 6, FARIDABAD

Present.—

Shri Ram Murti Sharma, for the workmen.

Shri S.K.N. Cornilius Administrative Manager for the management.

#### AWARD

By order No. ID/FD/587-A-76/41703, dated 11th November, 1976, the Governor of Haryana referred the following disputes between the management of M/s Industrial & Allied Products Corporation, Sector 6, Faridabad, and its workmen to this Tribunal, for adjudication, in exercise of the powers conferred by clause (d), sub-section (1) of section 10 of the Industrial Disputes Act, 1947 :—

- (1) Whether the workmen are entitled to the grant of bonus for the years 1971-72, 1972-73, 1973-74 and 1974-75 ? If so, with what details?
- (2) Whether the grades and scales of the workmen should be framed ? If so, with what details?
- (3) Whether the workmen should be provided with uniforms ? If so, with what details?

On receipt of the order of reference, notices were issued to the parties. The parties appeared. Six adjournments were granted to the workmen for filing claim statement. On the last date fixed for the purpose, his demand notice was deemed as claim statement. The management filed their written statement. At this stage, the parties filed a settlement Ex. M-1, I, therefore, give my award in terms of the settlement. Settlement Ex. M-1 forms the award. Copies of the settlement be sent to the Haryana Government for publication in the Gazette.

NATHU RAM SHARMA,

Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

Dated 16th November, 1977.

No. 1140, dated 24th November, 1977

Forwarded (four copies) to the Secretary to Government, Haryana, Labour and Employment Departments, Chandigarh, as required under section 15 of the Industrial Disputes Act, 1947.

Dated 24th November, 1977.

NATHU RAM SHARMA,  
Presiding Officer,  
Industrial Tribunal, Haryana  
Faridabad.

No. 18415-4Lab-77/32171. In pursuance of the provisions of section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947), the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Industrial Tribunal, Faridabad, in respect of the dispute between the workmen and the management of M/s. Leatherite Industries Ltd., Sector 6, Faridabad:—

BEFORE SHRI NATHU RAM SHARMA, PRESIDING OFFICER, INDUSTRIAL  
TRIBUNAL, HARYANA, FARIDABAD

Reference No. 139 of 1977

*Between*

THE WORKMEN AND THE MANAGEMENT OF M/S LEATHERITE INDUSTRIES LIMITED,  
SECTOR 6, FARIDABAD

*Present.*

Shri Rajinder Parshad, for the workman.

Shri B. R. Grover, for the management

#### AWARD

By order No. ID/ED 250-77/30232, dated 19th August, 1977, the Governor of Haryana, referred the following dispute between the management of M/s. Leatherite Industries Limited, Sector 6, Faridabad, and its workmen to this Tribunal for adjudication, in exercise of the powers conferred by clause (d), sub-section (1) of section 10 of the Industrial Disputes Act, 1947:—

- (1) Whether the grades and scales of pay for the workmen should be framed? If so, with what details?
- (2) Whether the workmen should be paid dearness allowance linked with Consumer Price Index numbers? If so, with what details?
- (3) Whether the workmen should be supplied with uniforms? If so, with what details?
- (4) Whether the workmen should be provided with quarters or given house-rent allowance in lieu thereof? If so, with what details?

On receipt of the order of reference, notices were issued to the parties. The parties appeared and stated that a settlement has been arrived at between them. I have seen the settlement. It is marked 'A'. I find that the settlement is fair and reasonable. It is in the interest of the workmen also. Both the parties have admitted the settlement. I, therefore, give my award in terms of the settlement marked 'A'. The settlement forms part of the award. The settlement be sent to the Government along with the award for publication.

Dated 2nd November, 1977.

NATHU RAM SHARMA,  
Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

No. 1086, dated 4th November, 1977

Forwarded (four copies) to the Secretary to Government, Haryana, Labour and Employment Departments, Chandigarh, as required under section 15 of the Industrial Disputes Act, 1947.  
Dated 4th November, 1977.

NATHU RAM SHARMA,  
Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

## औद्योगिक विवाद अधिनियम, 1947 की धारा 12 (3) के अन्तर्गत समझौता

पक्षों का नाम	... मै० लदराईट इण्डस्ट्रीज प्रा० लि०, सेंक्टर 6, फरीदाबाद तथा उनके श्रमिक
मालिक के प्रतिनिधि	... (1) श्री अशोक कुमार सुरेखा, एगसीक्यूटिव आफिसर। (2) श्री पी. सी. गुप्ता, कोमर्शियल मैनेजर।
श्रमिकों के प्रतिनिधि	... (1) श्री राम मूर्ति शर्मा, जनरल सेक्रेटरी, इण्डस्ट्रियल वर्कर्स यूनियन, फरीदाबाद (2) कामरेड लाल राम, मੈम्बर, इण्डस्ट्रियल वर्कर्स यूनियन, फरीदाबाद (3) श्री राजिन्द्र प्रसाद, जनरल सेक्रेटरी ब्रांच कमिटी। (4) श्री रामा नन्दन राय, खज्वाची। (5) श्री आनन्द चौवे, प्रधान। (6) श्री भगवान सिंह, उप-प्रधान।

## के स का सूक्ष्म विवरण

मांग-पत्र दिनांक 23 अप्रैल, 1977/3 मई, 1977, इस जनरल डिमांड नोटिस के निलम्बित होते हुये कारखाने में दिनांक 10 अगस्त, 1977 को हड़ताल प्रारम्भ हो गई थी। अब दोनों पक्षों में श्रम तथा समझौता अधिकारी, बल्लबगढ़ की मध्य-स्थता से निम्नलिखित समझौता तय हुआ।

## समझौते की शर्तें

(1) दोनों पक्षों में सहमति हुई है कि प्रबन्धक अपने उन श्रमिकों को जिन्हें 15 रुपये की तरक्की मास जुलाई, 1977 में दी है उन्हें 12 ½ रुपये की वेतन वृद्धि देंगे, जिन श्रमिकों को वेतन वृद्धि 10 रुपये मास जुलाई, 1977 में हुई थी उन्हें 17 ½ रुपये की वेतन वृद्धि देंगे, जिन श्रमिकों को पांच रुपये वेतन वृद्धि जलाई, 1977 में हुई थी उन्हें 17 ½ रुपये की वेतन वृद्धि देंगे तथा अन्य श्रमिकों को जिनको कोई वेतन वृद्धि नहीं मिली है और उन सबको जिन का नाम दिनांक 10 अगस्त, 1977 से कारखाने के हाजिरी रजिस्ट्रार पर था 20 रुपये प्रबन्धक वेतन देंगे। यह वेतन वृद्धि सभी श्रमिकों को दिनांक 1 अप्रैल, 1977 से दी जायेगी। इस वेतन वृद्धि में मंहगाई भत्ते के आंकड़े जो न्यूनतम वेतन अधिनियम, 1948 के अन्तर्गत वर्ष 1977 से बढ़ने हैं वह भी सम्मिलित हैं। उन्हें इस वेतन वृद्धि में सम्मिलित माना जायेगा। इस समझौते के बाद श्रमिक जनरल डिमांड नोटिस दिनांक 23 अप्रैल, 1977/3 मई, 1977 की मांग नं० 1 की अन्य शर्तों को वापिस लेते हैं।

(2) दोनों पक्षों में सहमति हुई है कि श्रमिकों की हड़ताल की अवधि का कोई वेतन नहीं दिया जायेगा। लेकिन सद्भावना के तौर पर अपने श्रमिकों को 100 रुपये की राशि बतौर एडवांस प्रत्येक श्रमिक को देंगे। तथा यह राशि पांच आसान किश्तों में वापिस ली जायेगी। पहली किश्त मास नवम्बर, 1977 से प्रारम्भ होगी। इस समझौते के बाद श्रमिक अपना मांग-पत्र दिनांक 23 अप्रैल, 1977/3 मई, 1977 की अन्य मांगों को वापिस लेते हैं। जो श्रमिकों की मांगें औद्योगिक न्याय अधिकरण हरियाणा की अदालत में निलम्बित है उन्हें श्रमिक वापिस लेंगे। यह समझौता एक वर्ष के लिये लागू रहेगा तथा इस अवधि में श्रमिक कोई वित्तीय मांग प्रबन्धकों के सामने नहीं रखेंगे।

दोनों पक्षों में सहमति हुई है कि श्रमिक दिनांक 5 सितम्बर, 1977 से अपनी ड्यूटी हड़ताल समाप्त करके काम पर पहले की तरह हाजिर हो जायेंगे। प्रबन्धक इस हड़ताल के बारे में किसी भी श्रमिक को तंग नहीं करेंगे तथा इस के बदले में श्रमिक औद्योगिक शांति बनायें रखेंगे तथा अधिकाधिक उत्पादन देने में सहयोग करेंगे।

## दोनों पक्षों के हस्ताक्षर

मालिक के प्रतिनिधि

श्रमिकों के प्रतिनिधि

(1) (Sd) In English

(1) (Sd) In English

(2) (Sd) In English

(2) (Sd) In Hindi

गवाह :—

(1) (हस्ताक्षर) दिनेश कुमार

(2) (हस्ताक्षर) . . . ,

(3) (हस्ताक्षर) . . . ,

(4) (हस्ताक्षर) राम नन्दन राय

(5) (हस्ताक्षर) आनन्द चौबे

(6) (हस्ताक्षर) . . . ,

दिनांक 5 सितम्बर, 1977।

मेरी उपस्थिति में हस्ताक्षर हुये।

हस्ताक्षर (.....)

अमर सिंह यादव,

5-9-77

समझौता अधिकारी,

बल्लभगढ़।

No. 8412-4Lab-77/32173.—In pursuance of the provisions of section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947), the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Industrial Tribunal, Faridabad, in respect of the dispute between the workman and the management of M/s. Associated Steel Industries Private Limited, Faridabad.

BEFORE SHRI NATHU RAM SHARMA, PRESIDING OFFICER, INDUSTRIAL TRIBUNAL,  
HARYANA, FARIDABAD

Reference No. 62 of 1977

between

SHRI DHARAMVIR WORKMAN, AND THE MANAGEMENT OF M/S ASSOCIATED  
STEEL INDUSTRIES PRIVATE LIMITED, FARIDABAD

Present :

Shri Bhim Singh Yadav, for the workman.

Nemo for the management.

#### AWARD

By order No. ID/FD/927-B-77/21822, dated 3rd June, 1977, the Governor of Haryana, referred the following dispute between the management of M/s Associated Steel Industries Private Limited, Faridabad and its workman Shri Dharamvir, to this Tribunal, for adjudication, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947:—

Whether the termination of services of Shri Dharamvir was justified and in order? If not, to what relief is he entitled?

On receipt of the order of reference, notices were issued to the parties. The representative for the workman appeared but the management did not appear, hence *ex parte* proceedings against the management were ordered.

The workman examined himself as W. W. I. who stated that he was working as an Electrician in the employment of the management at the rate of Rs. 170/-P.M. as wages. On 11th November, 1976 the management did not allow him entry in the factory premises and terminated his services orally without serving any notice or charge sheet on the workman. He raised the demand and hence the dispute. He tried his best to get some employment elsewhere but he could get none.

I am satisfied with the evidence of the workman.

I, therefore, give my *ex parte* award as follows:—

That the termination of services of Shri Dharamvir the workman concerned was neither justified nor in order. He is entitled to reinstatement with continuity of service and with full back wages.

NATHU RAM SHARMA,

Dated the 3rd November, 1977.

Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

No. 1082, dated 4th November, 1977.

Forwarded (four copies), to the Secretary to Government, Haryana, Labour & Employment Departments, Chandigarh, as required under section 15 of the Industrial Disputes Act, 1947.

Dated the 4th November, 1977.

NATHU RAM SHARMA,

Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

No. 18411-4Lab-77/32175.—In pursuance of the provisions of Section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947), the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Industrial Tribunal, Haryana, Faridabad, in respect of the dispute between the workman and the management of M/s Pharmacham Laboratories, 14/6, Mathura Road, Faridabad.

BEFORE SHRI NATHU RAM SHARMA, PRESIDING OFFICER, INDUSTRIAL TRIBUNAL,  
HARYANA, FARIDABAD

Reference No. 152 of 1977

*between*

SHRI AMIR CHAND, WORKMAN AND THE MANAGEMENT OF M/S PHARMACHAM  
LABORATORIES, 14/6, MATHURA ROAD, FARIDABAD

Present:

Nemo for the workman.

Shri Ram Saroop, for the management.

AWARD

By order No. ID/FD/316-77/40253, dated 20th September, 1977, the Governor of Haryana, referred the following dispute between the management of M/s Pharmacham Laboratories, 14/6, Mathura Road, Faridabad, and its workman Shri Amir Chand, to this Tribunal, for adjudication in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 :—

Whether the termination of services of Shri Amir Chand, was justified and in order ?  
If not, to what relief is he entitled?

On receipt of the order of reference, notices were issued to the parties. Both the parties were duly served but neither the workman nor his representative appeared. The representative for the management stated that the workman has received a sum of Rs. 1,398.62 in full and final settlement of his claim. He has shown me the voucher witnessing the payment of the said amount. He has placed a copy of the voucher marked 'A' on the file. I think the workman is not taking any interest in pursuing his dispute. Moreover, it looks that the workman has received the above said amount in full and final settlement of his claim. I, therefore, give my award as follows :—

That the termination of services of Shri Amir Chand was justified and in order. He is not entitled to any relief.

NATHU RAM SHARMA,

The 2nd November, 1977.

Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.

No. 1084, dated 4th November, 1977.

Forwarded (four copies) to the Secretary to Government, Haryana, Labour and Employment Departments, Chandigarh, as required under section 15 of the Industrial Disputes Act, 1947.

The 4th November, 1977.

NATHU RAM SHARMA,  
Presiding Officer,  
Industrial Tribunal, Haryana,  
Faridabad.